



County of Los Angeles CHIEF EXECUTIVE OFFICE

713 KENNETH HAHN HALL OF ADMINISTRATION
LOS ANGELES, CALIFORNIA 90012
(213) 974-1101
<http://ceo.lacounty.gov>

DAVID E. JANSSEN
Chief Executive Officer

July 31, 2007

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

APPROVAL OF AMENDMENTS TO MEMORANDA OF UNDERSTANDING FOR BARGAINING UNITS 401, 411, 412, 421, AND 431 (3 VOTES)

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve the accompanying modified salary articles for four bargaining units to delete the provision of Notes M and N, and establish salary adjustments for standard salary schedule classes which are equitable with the adjustments of the other classes of the following four units:

(Unit 401)	Plant Operating Engineers
(Unit 411)	Building Trades and Skilled Craftsmen
(Unit 412)	Supervisory Building and Construction Trades and Operating Engineers
(Unit 421)	Automotive & Equipment Maintenance Repairman
2. Approve the accompanying modified salary article for Bargaining Unit 431 (Blue Collar) to implement the findings of a salary inequity study for one class in this Unit.
3. Instruct the Auditor-Controller to make payroll system changes necessary to implement the recommendations contained herein.

Board of Supervisors
GLORIA MOLINA
First District

YVONNE B. BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The accompanying modified salary articles for Bargaining Units 401, 411, 412, and 421 impacts standard salary schedule classes only, deletes references to Notes M and N, and establishes salary adjustment timelines equitable with adjustments awarded to the flat rated classes which are predominant in those Bargaining Units. This recommendation implements the salary increases which were negotiated in good faith between the County and the impacted bargaining units.

The accompanying modified salary article for Bargaining Unit 431 (Blue Collar) implements the findings of a thorough salary inequity study regarding the class of Public Works Crew Leader. This inequity review was jointly requested during negotiations by both the union (SEIU) and the Department of Public Works as a commonly held issue, and a commitment was made to conduct a review of this request subsequent to bargaining. This recommendation to your Board is based on a comprehensive review and study of issues regarding the class of Public Works Crew Leader, and honors the commitments which were made during negotiations.

Implementation of Strategic Plan Goals

The actions recommended in this letter promote workforce excellence by resolving workplace issues while maintaining fiscal integrity and financial responsibility.

FISCAL IMPACT

The County's pension actuary, Buck Consultants, has advised that the proposed salary adjustments exceed LACERA's current assumptions regarding salary inflation and will result in an increase in actuarial liability. However, the salary adjustments granted to these and other County employees over the three years were below LACERA's actuarial assumptions by amounts that more than offset the impact of these proposed adjustments.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The MOUs have been ratified by the respective employee organizations and/or associations. The agreements and the accompanying ordinance have been reviewed and approved as to form by County Counsel.

IMPACT ON CURENT SERVICES

None.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "David E. Janssen", with a long horizontal flourish extending to the right.

DAVID E. JANSSEN
Chief Executive Officer

DEJ:DL:JA
MP:rld

Attachments

c: County Counsel
Auditor-Controller

AMENDMENT NO. 1
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING THE
PLANT OPERATING ENGINEERS
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 31st day of July, 2007,

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management") of
the County of Los Angeles (hereinafter referred
to as "County")

AND

International Union of Operation Engineers,
Local 501, AFL-CIO (hereinafter referred to as
"union").

WHEREAS, on the 21ST day of November, 2006, the parties entered into a Memorandum of Understanding regarding the Plant Operating Engineers Employee Representation Unit , which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

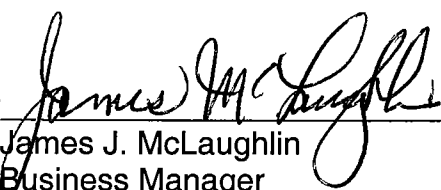
WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 7 – Salaries; to appropriately reflect negotiated salary increases, as appended hereto.
2. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

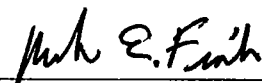
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

OPERATING ENGINEERS, LOCAL 501
AUTHORIZED REPRESENTATIVES

By 
James J. McLaughlin
Business Manager
I.U.O.E. Local 501

COUNTY OF LOS ANGELES
AUTHORIZED REPRESENTATIVE

By 
Sharon R. Hong
Chief Executive Officer

By 
Mark E. Fink
Business Representative
I.U.O.E. Local 501

ARTICLE 7SALARIES

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
7180	ASSISTANT DAM OPERATOR	CURRENT		73B	3050.45	3779.27
		10/01/2006		74G	3171.36	3929.27
		07/01/2007		75G	3257.45	4036.45
		01/01/2008		76H	3354.27	4157.27
		07/01/2008		77H	3444.91	4271.18
		01/01/2009		78J	3547.09	4399.55
7222	ASST WASTEWATER TREATMENT PLANT OPR	CURRENT		71G	2927.00	3625.36
		10/01/2006		73A	3043.00	3770.00
		07/01/2007		74A	3125.00	3872.00
		01/01/2008		75B	3217.91	3986.91
		07/01/2008		76B	3305.18	4096.18
		01/01/2009		77C	3403.55	4218.91
7183	DAM OPERATOR	CURRENT		F		4226.44
		10/01/2006		F		4395.50
		07/01/2007		F		4516.38
		01/01/2008		F		4651.87
		07/01/2008		F		4779.80
		01/01/2009		F		4923.19
7197	STATIONARY ENGINEER I	CURRENT		F		4786.73
		10/01/2006		F		4978.20
		07/01/2007		F		5115.10
		01/01/2008		F		5268.55
		07/01/2008		F		5413.44
		01/01/2009		F		5575.84
7198	STATIONARY ENGINEER II	CURRENT		F		5174.83
		10/01/2006		F		5381.82
		07/01/2007		F		5529.82
		01/01/2008		F		5695.71
		07/01/2008		F		5852.34
		01/01/2009		F		6027.91
7196	STATIONARY ENGINEER APP(1ST YEAR)	CURRENT		F		3234.29
		10/01/2006		F		3363.66
		07/01/2007		F		3456.16
		01/01/2008		F		3559.84
		07/01/2008		F		3657.74
		01/01/2009		F		3767.47
7196	STATIONARY ENGINEER APP(2ND YEAR)	CURRENT		F		3751.76
		10/01/2006		F		3901.83
		07/01/2007		F		4009.13
		01/01/2008		F		4129.40
		07/01/2008		F		4242.96
		01/01/2009		F		4370.25
7196	STATIONARY ENGINEER APP(3RD YEAR)	CURRENT		F		4269.27
		10/01/2006		F		4440.04
		07/01/2007		F		4562.14
		01/01/2008		F		4699.00
		07/01/2008		F		4828.22
		01/01/2009		F		4973.07

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
7196	STATIONARY ENGINEER APP(4TH YEAR)	CURRENT		F		4786.73
		10/01/2006		F		4978.20
		07/01/2007		F		5115.10
		01/01/2008		F		5268.55
		07/01/2008		F		5413.44
		01/01/2009		F		5575.84
7200	STATIONARY ENGINEER CONTROLS SPEC	CURRENT		F		5498.26
		10/01/2006		F		5718.19
		07/01/2007		F		5875.44
		01/01/2008		F		6051.70
		07/01/2008		F		6218.12
		01/01/2009		F		6404.66
7193	STATIONARY ENGINEER HELPER	CURRENT		70G	2850.00	3529.82
		10/01/2006		72A	2962.00	3669.00
		07/01/2007		73A	3043.00	3770.00
		01/01/2008		74B	3132.73	3881.55
		07/01/2008		75B	3217.91	3986.91
		01/01/2009		76C	3313.36	4106.36
7194	SUPVG STATIONARY ENGINEER HELPER	CURRENT		75G	3257.45	4036.45
		10/01/2006		77A	3387.00	4198.00
		07/01/2007		78A	3478.00	4313.00
		01/01/2008		79B	3581.73	4443.09
		07/01/2008		80B	3678.18	4565.36
		01/01/2009		81C	3788.55	4702.45
7224	WASTEWATER TREATMENT PLANT OPERATOR	CURRENT		F		5174.83
		10/01/2006		F		5381.82
		07/01/2007		F		5529.82
		01/01/2008		F		5695.71
		07/01/2008		F		5852.34
		01/01/2009		F		6027.91

AMENDMENT NO. 1
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING THE
BUILDING TRADES AND SKILLED CRAFTSMEN
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 31st day of July, 2007,

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management") of
the County of Los Angeles (hereinafter referred
to as "County")

AND

Los Angeles County Building Trades and
Construction Trades Council (hereinafter
referred to as "Council" or "Union").

WHEREAS, on the 9th day of January, 2007, the parties entered into a Memorandum of Understanding regarding the Building Trades and Skilled Craftsmen Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

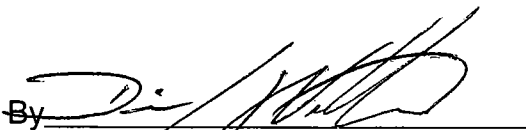
WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 7 – Salaries; to appropriately reflect negotiated salary increases, as appended hereto.
2. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

LOS ANGELES BUILDING TRADES
AND CONSTRUCTION TRADES COUNCIL

By 
Business Representative

COUNTY OF LOS ANGELES
REPRESENTATIVE

By 
Chief Executive Officer

ARTICLE 7SALARIES

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6490	ASSISTANT ELECTRO-MECHANIC	CURRENT		72A	2962.00	3669.00
		10/01/2006		73F	3080.27	3816.36
		07/01/2007		74F	3163.64	3919.73
		01/01/2008		75G	3257.45	4036.45
		07/01/2008		76G	3346.09	4147.09
		01/01/2009		77H	3444.91	4271.18
6160	BRICKLAYER	CURRENT		F		4635.67
		10/01/2006		F		4821.10
		07/01/2007		F		4953.68
		01/01/2008		F		5102.29
		07/01/2008		F		5242.60
		01/01/2009		F		5399.88
6204	BRIDGE MAINTENANCE WORKER	CURRENT		F		4298.84
		10/01/2006		F		4470.79
		07/01/2007		F		4593.74
		01/01/2008		F		4731.55
		07/01/2008		F		4861.67
		01/01/2009		F		5007.52
6611	BLDG & EQUIPMENT MAINT WORKER,AVRC	CURRENT		74E	3155.91	3910.18
		10/01/2006		75K	3281.18	4066.18
		07/01/2007		76K	3370.64	4177.64
		01/01/2008		77L	3469.73	4302.55
		07/01/2008		78L	3564.36	4421.18
		01/01/2009		80A	3669.00	4554.00
6257	CARPENTER	CURRENT		F		4285.58
		10/01/2006		F		4457.00
		07/01/2007		F		4579.57
		01/01/2008		F		4716.96
		07/01/2008		F		4846.68
		01/01/2009		F		4992.08
9353	CARPENTER,NC	CURRENT		FH		25.33
		10/01/2006		FH		26.34
		07/01/2007		FH		27.06
		01/01/2008		FH		27.87
		07/01/2008		FH		28.64
		01/01/2009		FH		29.50
6254	CARPENTER APPRENTICE	CURRENT	N30A	F		3857.01
		10/01/2006	N30A	F		4011.29
		07/01/2007	N30A	F		4121.60
		01/01/2008	N30A	F		4245.25
		07/01/2008	N30A	F		4361.99
		01/01/2009	N30A	F		4492.85
6281	CARPET & LINOLEUM LAYER	CURRENT		F		4443.21
		10/01/2006		F		4620.94
		07/01/2007		F		4748.02
		01/01/2008		F		4890.46
		07/01/2008		F		5024.95
		01/01/2009		F		5175.70

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6280	CARPET & LINOLEUM LAYER APPRENTICE	CURRENT	N30A	F		3998.89
		10/01/2006	N30A	F		4158.85
		07/01/2007	N30A	F		4273.22
		01/01/2008	N30A	F		4401.42
		07/01/2008	N30A	F		4522.46
		01/01/2009	N30A	F		4658.13
6329	CEMENT & CONCRETE FINISHER	CURRENT		F		4368.53
		10/01/2006		F		4543.27
		07/01/2007		F		4668.21
		01/01/2008		F		4808.26
		07/01/2008		F		4940.49
		01/01/2009		F		5088.70
6326	CEMENT & CONCRETE WORKER	CURRENT		F		3669.55
		10/01/2006		F		3816.33
		07/01/2007		F		3921.28
		01/01/2008		F		4038.92
		07/01/2008		F		4149.99
		01/01/2009		F		4274.49
6522	COMMUNICATIONS SYSTEMS TECHNICIAN	CURRENT		F		4708.44
		10/01/2006		F		4896.78
		07/01/2007		F		5031.44
		01/01/2008		F		5182.38
		07/01/2008		F		5324.90
		01/01/2009		F		5484.65
7816	COMMUNICATIONS TOWER & LINE HELPER	CURRENT		62A	2263.00	2808.00
		10/01/2006		63F	2356.09	2920.00
		07/01/2007		64F	2421.00	2998.82
		01/01/2008		65G	2493.00	3087.73
		07/01/2008		66G	2560.64	3171.36
		01/01/2009		67H	2636.55	3265.36
7818	COMMUNICATIONS TOWER & LINE WORKER	CURRENT		F		4891.21
		10/01/2006		F		5086.86
		07/01/2007		F		5226.75
		01/01/2008		F		5383.55
		07/01/2008		F		5531.60
		01/01/2009		F		5697.55
6334	CONCRETE & STONE WORKER	CURRENT		F		4051.80
		10/01/2006		F		4213.87
		07/01/2007		F		4329.75
		01/01/2008		F		4459.64
		07/01/2008		F		4582.28
		01/01/2009		F		4719.75
7314	DIAMOND DRILLER & GROUTER	CURRENT		F		4911.09
		10/01/2006		F		5107.53
		07/01/2007		F		5247.99
		01/01/2008		F		5405.43
		07/01/2008		F		5554.08
		01/01/2009		F		5720.70

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6527	DIGITAL SYSTEMS TECHNICIAN	CURRENT		F		5231.60
		10/01/2006		F		5440.86
		07/01/2007		F		5590.48
		01/01/2008		F		5758.19
		07/01/2008		F		5916.54
		01/01/2009		F		6094.04
7322	DRILLER	CURRENT		F		4911.09
		10/01/2006		F		5107.53
		07/01/2007		F		5247.99
		01/01/2008		F		5405.43
		07/01/2008		F		5554.08
		01/01/2009		F		5720.70
6471	ELECTRICIAN	CURRENT		F		5284.45
		10/01/2006		F		5495.83
		07/01/2007		F		5646.97
		01/01/2008		F		5816.38
		07/01/2008		F		5976.33
		01/01/2009		F		6155.62
6468	ELECTRICIAN APPRENTICE	CURRENT	N30A	F		4756.00
		10/01/2006	N30A	F		4946.24
		07/01/2007	N30A	F		5082.26
		01/01/2008	N30A	F		5234.73
		07/01/2008	N30A	F		5378.69
		01/01/2009	N30A	F		5540.05
6492	ELECTRO-MECHANIC	CURRENT		F		5284.45
		10/01/2006		F		5495.83
		07/01/2007		F		5646.97
		01/01/2008		F		5816.38
		07/01/2008		F		5976.33
		01/01/2009		F		6155.62
6535	ELECTRONICS AUDIO TECHNICIAN	CURRENT		F		4970.01
		10/01/2006		F		5168.81
		07/01/2007		F		5310.95
		01/01/2008		F		5470.28
		07/01/2008		F		5620.71
		01/01/2009		F		5789.33
6545	ELECTRONICS COMMUN EQUIP INSTALLER	CURRENT		F		3466.71
		10/01/2006		F		3605.38
		07/01/2007		F		3704.53
		01/01/2008		F		3815.67
		07/01/2008		F		3920.60
		01/01/2009		F		4038.22
6541	ELECTRONICS COMMUNICATIONS TECH	CURRENT		F		5231.60
		10/01/2006		F		5440.86
		07/01/2007		F		5590.48
		01/01/2008		F		5758.19
		07/01/2008		F		5916.54
		01/01/2009		F		6094.04

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6540	ELECTRONICS COMMUNIC TECH TRAINEE	CURRENT	N30A	F		3693.51
		10/01/2006	N30A	F		3841.25
		07/01/2007	N30A	F		3946.88
		01/01/2008	N30A	F		4065.29
		07/01/2008	N30A	F		4177.09
		01/01/2009	N30A	F		4302.40
6504	ELEVATOR MECHANIC	CURRENT		F		5246.26
		10/01/2006		F		6056.28
		07/01/2007		F		6222.83
		01/01/2008		F		6409.51
		07/01/2008		F		6585.77
		01/01/2009		F		6783.34
6503	ELEVATOR MECHANIC APPRENTICE	CURRENT	N30A	F		4721.62
		10/01/2006	N30A	F		5450.64
		07/01/2007	N30A	F		5600.53
		01/01/2008	N30A	F		5768.55
		07/01/2008	N30A	F		5927.19
		01/01/2009	N30A	F		6105.01
6278	FLOOR FINISHER	CURRENT		F		4285.58
		10/01/2006		F		4457.00
		07/01/2007		F		4579.57
		01/01/2008		F		4716.96
		07/01/2008		F		4846.68
		01/01/2009		F		4992.08
6296	GLAZIER	CURRENT		F		4341.98
		10/01/2006		F		4515.66
		07/01/2007		F		4639.84
		01/01/2008		F		4779.04
		07/01/2008		F		4910.46
		01/01/2009		F		5057.77
6336	GUNITE GUN OPERATOR	CURRENT		F		4279.18
		10/01/2006		F		4450.35
		07/01/2007		F		4572.73
		01/01/2008		F		4709.91
		07/01/2008		F		4839.43
		01/01/2009		F		4984.61
6338	GUNITE NOZZLE OPERATOR	CURRENT		F		4436.55
		10/01/2006		F		4614.01
		07/01/2007		F		4740.90
		01/01/2008		F		4883.13
		07/01/2008		F		5017.42
		01/01/2009		F		5167.94
7739	HEAT & FROST INSULATOR	CURRENT		F		5120.18
		10/01/2006		F		5324.99
		07/01/2007		F		5471.43
		01/01/2008		F		5635.57
		07/01/2008		F		5790.55
		01/01/2009		F		5964.27

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6343	HELPER, BRIDGE MAINTENANCE	CURRENT		62A	2263.00	2808.00
		10/01/2006		63F	2356.09	2920.00
		07/01/2007		64F	2421.00	2998.82
		01/01/2008		65G	2493.00	3087.73
		07/01/2008		66G	2560.64	3171.36
		01/01/2009		67H	2636.55	3265.36
6346	HELPER, CARPENTRY	CURRENT		62A	2263.00	2808.00
		10/01/2006		63F	2356.09	2920.00
		07/01/2007		64F	2421.00	2998.82
		01/01/2008		65G	2493.00	3087.73
		07/01/2008		66G	2560.64	3171.36
		01/01/2009		67H	2636.55	3265.36
6347	HELPER, CARPET & LINOLEUM LAYING	CURRENT		62A	2263.00	2808.00
		10/01/2006		63F	2356.09	2920.00
		07/01/2007		64F	2421.00	2998.82
		01/01/2008		65G	2493.00	3087.73
		07/01/2008		66G	2560.64	3171.36
		01/01/2009		67H	2636.55	3265.36
6348	HELPER, DRILLING OPERATIONS	CURRENT		62A	2263.00	2808.00
		10/01/2006		63F	2356.09	2920.00
		07/01/2007		64F	2421.00	2998.82
		01/01/2008		65G	2493.00	3087.73
		07/01/2008		66G	2560.64	3171.36
		01/01/2009		67H	2636.55	3265.36
6349	HELPER, ELECTRICAL	CURRENT		62A	2263.00	2808.00
		10/01/2006		63F	2356.09	2920.00
		07/01/2007		64F	2421.00	2998.82
		01/01/2008		65G	2493.00	3087.73
		07/01/2008		66G	2560.64	3171.36
		01/01/2009		67H	2636.55	3265.36
6351	HELPER, MASONRY	CURRENT		62A	2263.00	2808.00
		10/01/2006		63F	2356.09	2920.00
		07/01/2007		64F	2421.00	2998.82
		01/01/2008		65G	2493.00	3087.73
		07/01/2008		66G	2560.64	3171.36
		01/01/2009		67H	2636.55	3265.36
6352	HELPER, METAL WORKING	CURRENT		62A	2263.00	2808.00
		10/01/2006		63F	2356.09	2920.00
		07/01/2007		64F	2421.00	2998.82
		01/01/2008		65G	2493.00	3087.73
		07/01/2008		66G	2560.64	3171.36
		01/01/2009		67H	2636.55	3265.36
6354	HELPER, PAINTING	CURRENT		62A	2263.00	2808.00
		10/01/2006		63F	2356.09	2920.00
		07/01/2007		64F	2421.00	2998.82
		01/01/2008		65G	2493.00	3087.73
		07/01/2008		66G	2560.64	3171.36
		01/01/2009		67H	2636.55	3265.36

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6355	HELPER, PIPE TRADES	CURRENT		62A	2263.00	2808.00
		10/01/2006		63F	2356.09	2920.00
		07/01/2007		64F	2421.00	2998.82
		01/01/2008		65G	2493.00	3087.73
		07/01/2008		66G	2560.64	3171.36
		01/01/2009		67H	2636.55	3265.36
6359	HELPER, REFRIGERATION	CURRENT		62A	2263.00	2808.00
		10/01/2006		63F	2356.09	2920.00
		07/01/2007		64F	2421.00	2998.82
		01/01/2008		65G	2493.00	3087.73
		07/01/2008		66G	2560.64	3171.36
		01/01/2009		67H	2636.55	3265.36
6360	HELPER, ROOFING	CURRENT		62A	2263.00	2808.00
		10/01/2006		63F	2356.09	2920.00
		07/01/2007		64F	2421.00	2998.82
		01/01/2008		65G	2493.00	3087.73
		07/01/2008		66G	2560.64	3171.36
		01/01/2009		67H	2636.55	3265.36
6157	HOD CARRIER	CURRENT		F		4099.73
		10/01/2006		F		4263.72
		07/01/2007		F		4380.97
		01/01/2008		F		4512.40
		07/01/2008		F		4636.49
		01/01/2009		F		4775.58
7371	HOIST OPERATOR	CURRENT		F		4851.37
		10/01/2006		F		5045.42
		07/01/2007		F		5184.17
		01/01/2008		F		5339.70
		07/01/2008		F		5486.54
		01/01/2009		F		5651.14
7268	IRRIGATION & LAWN SPRINKLER FITTER	CURRENT		F		3990.22
		10/01/2006		F		4149.83
		07/01/2007		F		4263.95
		01/01/2008		F		4391.87
		07/01/2008		F		4512.65
		01/01/2009		F		4648.03
6704	LOCKSMITH	CURRENT		F		4285.58
		10/01/2006		F		4457.00
		07/01/2007		F		4579.57
		01/01/2008		F		4716.96
		07/01/2008		F		4846.68
		01/01/2009		F		4992.08
6702	LOCKSMITH APPRENTICE	CURRENT	N30A	F		3857.01
		10/01/2006	N30A	F		4011.29
		07/01/2007	N30A	F		4121.60
		01/01/2008	N30A	F		4245.25
		07/01/2008	N30A	F		4361.99
		01/01/2009	N30A	F		4492.85

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6531	MEDICAL ELECTRONICS TECHNICIAN	CURRENT		F		4970.01
		10/01/2006		F		5168.81
		07/01/2007		F		5310.95
		01/01/2008		F		5470.28
		07/01/2008		F		5620.71
		01/01/2009		F		5789.33
6166	METAL LATHER	CURRENT		F		4285.58
		10/01/2006		F		4457.00
		07/01/2007		F		4579.57
		01/01/2008		F		4716.96
		07/01/2008		F		4846.68
		01/01/2009		F		4992.08
6165	METAL LATHER APPRENTICE	CURRENT	N30A	F		3857.01
		10/01/2006	N30A	F		4011.29
		07/01/2007	N30A	F		4121.60
		01/01/2008	N30A	F		4245.25
		07/01/2008	N30A	F		4361.99
		01/01/2009	N30A	F		4492.85
7521	MILLWRIGHT	CURRENT		F		4368.53
		10/01/2006		F		4543.27
		07/01/2007		F		4668.21
		01/01/2008		F		4808.26
		07/01/2008		F		4940.49
		01/01/2009		F		5088.70
7519	MILLWRIGHT APPRENTICE	CURRENT	N30A	F		3931.68
		10/01/2006	N30A	F		4088.95
		07/01/2007	N30A	F		4201.40
		01/01/2008	N30A	F		4327.44
		07/01/2008	N30A	F		4446.44
		01/01/2009	N30A	F		4579.83
6973	PAINTER	CURRENT		F		3893.90
		10/01/2006		F		4049.66
		07/01/2007		F		4161.03
		01/01/2008		F		4285.86
		07/01/2008		F		4403.72
		01/01/2009		F		4535.83
9366	PAINTER,NC	CURRENT		FH		21.69
		10/01/2006		FH		22.56
		07/01/2007		FH		23.18
		01/01/2008		FH		23.88
		07/01/2008		FH		24.54
		01/01/2009		FH		25.28
6970	PAINTER APPRENTICE	CURRENT	N30A	F		3504.51
		10/01/2006	N30A	F		3644.69
		07/01/2007	N30A	F		3744.92
		01/01/2008	N30A	F		3857.27
		07/01/2008	N30A	F		3963.34
		01/01/2009	N30A	F		4082.24

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6169	PLASTERER	CURRENT		F		4426.60
		10/01/2006		F		4603.66
		07/01/2007		F		4730.26
		01/01/2008		F		4872.17
		07/01/2008		F		5006.15
		01/01/2009		F		5156.33
7269	PLUMBER	CURRENT		F		5340.85
		10/01/2006		F		5554.48
		07/01/2007		F		5707.23
		01/01/2008		F		5878.45
		07/01/2008		F		6040.11
		01/01/2009		F		6221.31
7266	PLUMBER APPRENTICE	CURRENT	N30A	F		4806.77
		10/01/2006	N30A	F		4999.04
		07/01/2007	N30A	F		5136.51
		01/01/2008	N30A	F		5290.61
		07/01/2008	N30A	F		5436.10
		01/01/2009	N30A	F		5599.18
6454	POWER LINE WORKER	CURRENT		F		5284.45
		10/01/2006		F		5495.83
		07/01/2007		F		5646.97
		01/01/2008		F		5816.38
		07/01/2008		F		5976.33
		01/01/2009		F		6155.62
7745	REFRIGERATION MECHANIC	CURRENT		F		5340.85
		10/01/2006		F		5554.48
		07/01/2007		F		5707.23
		01/01/2008		F		5878.45
		07/01/2008		F		6040.11
		01/01/2009		F		6221.31
7744	REFRIGERATION MECHANIC APPRENTICE	CURRENT	N30A	F		5020.40
		10/01/2006	N30A	F		5221.22
		07/01/2007	N30A	F		5364.80
		01/01/2008	N30A	F		5525.74
		07/01/2008	N30A	F		5677.70
		01/01/2009	N30A	F		5848.03
6290	ROOFER	CURRENT		F		4225.58
		10/01/2006		F		4394.60
		07/01/2007		F		4515.45
		01/01/2008		F		4650.91
		07/01/2008		F		4778.81
		01/01/2009		F		4922.17
6289	ROOFER APPRENTICE	CURRENT	N30A	F		3803.02
		10/01/2006	N30A	F		3955.14
		07/01/2007	N30A	F		4063.91
		01/01/2008	N30A	F		4185.83
		07/01/2008	N30A	F		4300.94
		01/01/2009	N30A	F		4429.97

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6612	SR BLDG & EQUIPMENT MAINT WKR,AVRC	CURRENT		76E	3329.73	4126.73
		10/01/2006		77K	3461.45	4292.09
		07/01/2007		78K	3555.73	4410.36
		01/01/2008		79L	3660.27	4542.91
		07/01/2008		80L	3760.82	4667.64
		01/01/2009		82A	3872.00	4808.00
6258	SENIOR CARPENTER	CURRENT		F		4499.85
		10/01/2006		F		4679.84
		07/01/2007		F		4808.54
		01/01/2008		F		4952.80
		07/01/2008		F		5089.00
		01/01/2009		F		5241.67
7820	SENIOR COMMUNIC TOWER & LINE WORKER	CURRENT		F		5135.79
		10/01/2006		F		5341.22
		07/01/2007		F		5488.10
		01/01/2008		F		5652.74
		07/01/2008		F		5808.19
		01/01/2009		F		5982.44
6526	SENIOR DIGITAL SYSTEMS TECHNICIAN	CURRENT		F		5493.19
		10/01/2006		F		5712.92
		07/01/2007		F		5870.03
		01/01/2008		F		6046.13
		07/01/2008		F		6212.40
		01/01/2009		F		6398.77
7323	SENIOR DRILLER	CURRENT		F		5156.64
		10/01/2006		F		5362.91
		07/01/2007		F		5510.39
		01/01/2008		F		5675.70
		07/01/2008		F		5831.78
		01/01/2009		F		6006.73
6472	SENIOR ELECTRICIAN	CURRENT		F		5548.65
		10/01/2006		F		5770.60
		07/01/2007		F		5929.29
		01/01/2008		F		6107.17
		07/01/2008		F		6275.12
		01/01/2009		F		6463.37
6536	SENIOR ELECTRONICS AUDIO TECHNICIAN	CURRENT		F		5218.53
		10/01/2006		F		5427.27
		07/01/2007		F		5576.52
		01/01/2008		F		5743.82
		07/01/2008		F		5901.78
		01/01/2009		F		6078.83
6546	SR ELECTRON COMMUNIC EQUIP INSTAL	CURRENT		F		3857.13
		10/01/2006		F		4011.42
		07/01/2007		F		4121.73
		01/01/2008		F		4245.38
		07/01/2008		F		4362.13
		01/01/2009		F		4492.99

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6542	SENIOR ELECTRONICS COMMUNIC TECH	CURRENT		F		5493.19
		10/01/2006		F		5712.92
		07/01/2007		F		5870.03
		01/01/2008		F		6046.13
		07/01/2008		F		6212.40
		01/01/2009		F		6398.77
6505	SENIOR ELEVATOR MECHANIC	CURRENT		F		5508.60
		10/01/2006		F		6359.13
		07/01/2007		F		6534.01
		01/01/2008		F		6730.03
		07/01/2008		F		6915.11
		01/01/2009		F		7122.56
6532	SENIOR MEDICAL ELECTRONICS TECH	CURRENT		F		5218.53
		10/01/2006		F		5427.27
		07/01/2007		F		5576.52
		01/01/2008		F		5743.82
		07/01/2008		F		5901.78
		01/01/2009		F		6078.83
7522	SENIOR MILLWRIGHT	CURRENT		F		4586.95
		10/01/2006		F		4770.43
		07/01/2007		F		4901.62
		01/01/2008		F		5048.67
		07/01/2008		F		5187.51
		01/01/2009		F		5343.14
6978	SENIOR PAINTER	CURRENT		F		4088.59
		10/01/2006		F		4252.13
		07/01/2007		F		4369.06
		01/01/2008		F		4500.13
		07/01/2008		F		4623.88
		01/01/2009		F		4762.60
7270	SENIOR PLUMBER	CURRENT		F		5607.90
		10/01/2006		F		5832.22
		07/01/2007		F		5992.61
		01/01/2008		F		6172.39
		07/01/2008		F		6342.13
		01/01/2009		F		6532.39
7663	SENIOR SHEET METAL WORKER	CURRENT		F		5428.44
		10/01/2006		F		5645.58
		07/01/2007		F		5800.83
		01/01/2008		F		5974.85
		07/01/2008		F		6139.16
		01/01/2009		F		6323.33
6977	SENIOR SIGN PAINTER	CURRENT		F		4088.59
		10/01/2006		F		4252.13
		07/01/2007		F		4369.06
		01/01/2008		F		4500.13
		07/01/2008		F		4623.88
		01/01/2009		F		4762.60

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
7852	SENIOR WATER SERVICE WORKER	CURRENT		75C	3225.82	3996.82
		10/01/2006		76H	3354.27	4157.27
		07/01/2007		77H	3444.91	4271.18
		01/01/2008		78J	3547.09	4399.55
		07/01/2008		79J	3642.82	4520.73
		01/01/2009		80K	3751.64	4656.27
6112	SENIOR WELDER	CURRENT		F		5036.97
		10/01/2006		F		5238.45
		07/01/2007		F		5382.51
		01/01/2008		F		5543.99
		07/01/2008		F		5696.45
		01/01/2009		F		5867.34
6118	SENIOR WELDER-FITTER	CURRENT		F		5607.90
		10/01/2006		F		5832.22
		07/01/2007		F		5992.61
		01/01/2008		F		6172.39
		07/01/2008		F		6342.13
		01/01/2009		F		6532.39
7659	SHEET METAL APPRENTICE	CURRENT	N30A	F		4394.46
		10/01/2006	N30A	F		4570.24
		07/01/2007	N30A	F		4695.92
		01/01/2008	N30A	F		4836.80
		07/01/2008	N30A	F		4969.81
		01/01/2009	N30A	F		5118.90
7662	SHEET METAL WORKER	CURRENT		F		5169.96
		10/01/2006		F		5376.76
		07/01/2007		F		5524.62
		01/01/2008		F		5690.36
		07/01/2008		F		5846.84
		01/01/2009		F		6022.25
6976	SIGN PAINTER	CURRENT		F		3893.90
		10/01/2006		F		4049.66
		07/01/2007		F		4161.03
		01/01/2008		F		4285.86
		07/01/2008		F		4403.72
		01/01/2009		F		4535.83
7754	STEAM FITTER	CURRENT		F		5340.85
		10/01/2006		F		5554.48
		07/01/2007		F		5707.23
		01/01/2008		F		5878.45
		07/01/2008		F		6040.11
		01/01/2009		F		6221.31
7751	STEAM FITTER APPRENTICE	CURRENT	N30A	F		5020.40
		10/01/2006	N30A	F		5221.22
		07/01/2007	N30A	F		5364.80
		01/01/2008	N30A	F		5525.74
		07/01/2008	N30A	F		5677.70
		01/01/2009	N30A	F		5848.03

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6175	TILE SETTER	CURRENT		F		4648.93
		10/01/2006		F		4834.89
		07/01/2007		F		4967.85
		01/01/2008		F		5116.89
		07/01/2008		F		5257.60
		01/01/2009		F		5415.33
3686	TRAFFIC SIGNAL ELECTRICIAN, PW	CURRENT		F		5284.45
		10/01/2006		F		5495.83
		07/01/2007		F		5646.97
		01/01/2008		F		5816.38
		07/01/2008		F		5976.33
		01/01/2009		F		6155.62
3684	TRAFFIC TECHNICIAN I	CURRENT		74A	3125.00	3872.00
		10/01/2006		75F	3249.55	4026.55
		07/01/2007		76F	3337.91	4136.91
		01/01/2008		77G	3436.64	4260.73
		07/01/2008		78G	3529.82	4377.91
		01/01/2009		79H	3634.09	4509.64
3685	TRAFFIC TECHNICIAN II	CURRENT		78A	3478.00	4313.00
		10/01/2006		79F	3616.64	4487.45
		07/01/2007		80F	3714.91	4610.82
		01/01/2008		81G	3825.64	4749.36
		07/01/2008		82G	3929.27	4880.00
		01/01/2009		83H	4046.36	5026.55
7847	WATER SERVICE HELPER I	CURRENT		63H	2367.73	2934.00
		10/01/2006		65B	2463.00	3050.45
		07/01/2007		66B	2529.27	3132.73
		01/01/2008		67C	2604.73	3225.82
		07/01/2008		68C	2675.27	3313.36
		01/01/2009		69D	2754.91	3411.82
7848	WATER SERVICE HELPER II	CURRENT		65D	2475.00	3065.36
		10/01/2006		66J	2573.18	3186.82
		07/01/2007		67J	2642.91	3273.27
		01/01/2008		68K	2721.73	3370.64
		07/01/2008		69K	2794.73	3461.45
		01/01/2009		70L	2878.00	3564.36
7849	WATER SERVICE WORKER	CURRENT		69K	2794.73	3461.45
		10/01/2006		71D	2906.00	3599.18
		07/01/2007		72D	2984.09	3696.55
		01/01/2008		73E	3072.82	3807.09
		07/01/2008		74E	3155.91	3910.18
		01/01/2009		75F	3249.55	4026.55
6110	WELDER	CURRENT		F		4797.10
		10/01/2006		F		4988.98
		07/01/2007		F		5126.18
		01/01/2008		F		5279.97
		07/01/2008		F		5425.17
		01/01/2009		F		5587.93

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6117	WELDER-FITTER	CURRENT		F		5340.85
		10/01/2006		F		5554.48
		07/01/2007		F		5707.23
		01/01/2008		F		5878.45
		07/01/2008		F		6040.11
		01/01/2009		F		6221.31
7320	WELL DRILLER	CURRENT		F		4911.09
		10/01/2006		F		5107.53
		07/01/2007		F		5247.99
		01/01/2008		F		5405.43
		07/01/2008		F		5554.08
		01/01/2009		F		

AMENDMENT NO. 1
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING THE
SUPERVISORY BUILDING AND
CONSTRUCTION TRADES AND OPERATING
ENGINEER EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 31st day of July, 2007,

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management") of
the County of Los Angeles (hereinafter referred
to as "County")

AND

The Joint Council of Los Angeles County
Building and Construction Trades Council and
International Union of Operating Engineers,
Local 501, AFL-CIO (hereinafter referred to as
"Joint Council").

WHEREAS, on the 9th day of January, 2007, the parties entered into a Memorandum of Understanding regarding the Supervisory Building and Construction Trades and Operating Engineer Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

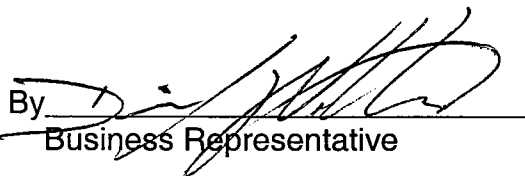
WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 7 – Salaries; to appropriately reflect negotiated salary increases, as appended hereto.
2. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

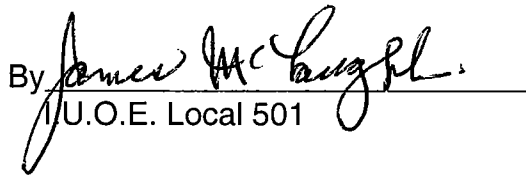
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

LOS ANGELES BUILDING TRADES
AND CONSTRUCTION TRADES COUNCIL

By 
Business Representative

COUNTY OF LOS ANGELES
REPRESENTATIVE

By 
Chief Executive Officer

By 
U.O.E. Local 501

ARTICLE 7SALARIES

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
7202	ASSISTANT CHIEF STATIONARY ENGINEER	CURRENT		F		5962.99
		10/01/2006		F		6201.51
		07/01/2007		F		6372.05
		01/01/2008		F		6563.21
		07/01/2008		F		6743.70
		01/01/2009		F		6946.01
6213	BRIDGE MAINTENANCE SUPERVISOR	CURRENT		F		5373.57
		10/01/2006		F		5588.51
		07/01/2007		F		5742.19
		01/01/2008		F		5914.46
		07/01/2008		F		6077.11
		01/01/2009		F		6259.42
6617	BLDG & EQUIPMENT MAINT SUPVR,AVRC	CURRENT		78E	3512.55	4356.27
		10/01/2006		79K	3651.55	4531.82
		07/01/2007		80K	3751.64	4656.27
		01/01/2008		81L	3862.73	4796.27
		07/01/2008		82L	3967.45	4928.00
		01/01/2009		84A	4086.00	5076.00
6266	CARPENTER SUPERVISOR	CURRENT		F		4928.41
		10/01/2006		F		5125.55
		07/01/2007		F		5266.50
		01/01/2008		F		5424.50
		07/01/2008		F		5573.67
		01/01/2009		F		5740.88
6263	CARPENTER WORKING SUPERVISOR	CURRENT		F		4714.13
		10/01/2006		F		4902.70
		07/01/2007		F		5037.52
		01/01/2008		F		5188.65
		07/01/2008		F		5331.34
		01/01/2009		F		5491.28
6285	CARPET & LINOLEUM LAYER SUPERVISOR	CURRENT		F		5109.68
		10/01/2006		F		5314.07
		07/01/2007		F		5460.21
		01/01/2008		F		5624.02
		07/01/2008		F		5778.68
		01/01/2009		F		5952.04
6283	CARPET & LINOLEUM LAYER WKG SUPVR	CURRENT		F		4887.53
		10/01/2006		F		5083.03
		07/01/2007		F		5222.81
		01/01/2008		F		5379.49
		07/01/2008		F		5527.43
		01/01/2009		F		5693.25
6486	CHIEF ELECTRICIAN SUPERVISOR	CURRENT		F		6473.44
		10/01/2006		F		6732.38
		07/01/2007		F		6917.52
		01/01/2008		F		7125.05
		07/01/2008		F		7320.99
		01/01/2009		F		7540.62

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
7203	CHIEF STATIONARY ENGINEER	CURRENT		F		6468.53
		10/01/2006		F		6727.27
		07/01/2007		F		6912.27
		01/01/2008		F		7119.64
		07/01/2008		F		7315.43
		01/01/2009		F		7534.89
7824	COMMUNICATIONS TOWER & LINE SUPVR	CURRENT		F		5624.90
		10/01/2006		F		5849.90
		07/01/2007		F		6010.77
		01/01/2008		F		6191.09
		07/01/2008		F		6361.34
		01/01/2009		F		6552.18
7822	COMMUNICATIONS TOWR & LINE WKG SPVR	CURRENT		F		5380.33
		10/01/2006		F		5595.54
		07/01/2007		F		5749.42
		01/01/2008		F		5921.90
		07/01/2008		F		6084.75
		01/01/2009		F		6267.29
7317	DIAMOND DRILLER & GROUTER WKG SUPVR	CURRENT		F		5402.21
		10/01/2006		F		5618.30
		07/01/2007		F		5772.80
		01/01/2008		F		5945.98
		07/01/2008		F		6109.49
		01/01/2009		F		6292.77
7324	DRILLER SUPERVISOR	CURRENT		F		5647.71
		10/01/2006		F		5873.62
		07/01/2007		F		6035.14
		01/01/2008		F		6216.19
		07/01/2008		F		6387.14
		01/01/2009		F		6578.75
6480	ELECTRICIAN SUPERVISOR	CURRENT		F		6077.11
		10/01/2006		F		6320.19
		07/01/2007		F		6494.00
		01/01/2008		F		6688.82
		07/01/2008		F		6872.76
		01/01/2009		F		7078.94
6477	ELECTRICIAN WORKING SUPERVISOR	CURRENT		F		5812.90
		10/01/2006		F		6045.42
		07/01/2007		F		6211.67
		01/01/2008		F		6398.02
		07/01/2008		F		6573.97
		01/01/2009		F		6771.19
6498	ELECTRO-MECHANIC SUPERVISOR	CURRENT		F		6077.11
		10/01/2006		F		6320.19
		07/01/2007		F		6494.00
		01/01/2008		F		6688.82
		07/01/2008		F		6872.76
		01/01/2009		F		7078.94

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6495	ELECTRO-MECHANIC WORKING SUPERVISOR	CURRENT		F		5812.90
		10/01/2006		F		6045.42
		07/01/2007		F		6211.67
		01/01/2008		F		6398.02
		07/01/2008		F		6573.97
		01/01/2009		F		6771.19
6538	ELECTRONICS AUDIO TECHNICIAN SUPVR	CURRENT		F		5715.50
		10/01/2006		F		5944.12
		07/01/2007		F		6107.58
		01/01/2008		F		6290.81
		07/01/2008		F		6463.81
		01/01/2009		F		6657.72
6544	ELECTRONICS COMMUNIC TECH SUPVR	CURRENT		F		6016.35
		10/01/2006		F		6257.00
		07/01/2007		F		6429.07
		01/01/2008		F		6621.94
		07/01/2008		F		6804.04
		01/01/2009		F		7008.16
6543	ELECTRONICS COMMUNIC TECH WKG SUPVR	CURRENT		F		5754.77
		10/01/2006		F		5984.96
		07/01/2007		F		6149.55
		01/01/2008		F		6334.04
		07/01/2008		F		6508.23
		01/01/2009		F		6703.48
6510	ELEVATOR MECHANIC SUPERVISOR	CURRENT		F		6033.22
		10/01/2006		F		6964.75
		07/01/2007		F		7156.28
		01/01/2008		F		7370.97
		07/01/2008		F		7573.67
		01/01/2009		F		7800.88
6507	ELEVATOR MECHANIC WORKING SUPVR	CURRENT		F		5770.90
		10/01/2006		F		6661.93
		07/01/2007		F		6845.13
		01/01/2008		F		7050.48
		07/01/2008		F		7244.37
		01/01/2009		F		7461.70
6484	HEAD, ELECTRICAL CRAFTS, ISD	CURRENT		F		6473.44
		10/01/2006		F		6732.38
		07/01/2007		F		6917.52
		01/01/2008		F		7125.05
		07/01/2008		F		7320.99
		01/01/2009		F		7540.62
6514	HEAD, ELEVATOR CRAFTS, ISD	CURRENT		F		6426.66
		10/01/2006		F		7418.94
		07/01/2007		F		7622.96
		01/01/2008		F		7851.65
		07/01/2008		F		8067.57
		01/01/2009		F		8309.60

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
7277	HEAD, PLUMBING CRAFTS, ISD	CURRENT		F		6542.53
		10/01/2006		F		6804.23
		07/01/2007		F		6991.35
		01/01/2008		F		7201.09
		07/01/2008		F		7399.12
		01/01/2009		F		7621.09
7765	HEAD, STEAM FIT & REFRIG CRAFTS, ISD	CURRENT		F		6542.53
		10/01/2006		F		6804.23
		07/01/2007		F		6991.35
		01/01/2008		F		7201.09
		07/01/2008		F		7399.12
		01/01/2009		F		7621.09
7742	HEAT & FROST INSULATOR SUPERVISOR	CURRENT		F		5888.20
		10/01/2006		F		6123.73
		07/01/2007		F		6292.13
		01/01/2008		F		6480.89
		07/01/2008		F		6659.11
		01/01/2009		F		6858.88
7741	HEAT & FROST INSULATOR WKG SUPVR	CURRENT		F		5632.20
		10/01/2006		F		5857.49
		07/01/2007		F		6018.57
		01/01/2008		F		6199.13
		07/01/2008		F		6369.61
		01/01/2009		F		6560.70
6707	LOCKSMITH SUPERVISOR	CURRENT		F		4928.41
		10/01/2006		F		5125.55
		07/01/2007		F		5266.50
		01/01/2008		F		5424.50
		07/01/2008		F		5573.67
		01/01/2009		F		5740.88
6184	MASON SUPERVISOR	CURRENT		F		5090.57
		10/01/2006		F		5294.19
		07/01/2007		F		5439.78
		01/01/2008		F		5602.97
		07/01/2008		F		5757.05
		01/01/2009		F		5929.76
6181	MASON WORKING SUPERVISOR	CURRENT		F		4869.27
		10/01/2006		F		5064.04
		07/01/2007		F		5203.30
		01/01/2008		F		5359.40
		07/01/2008		F		5506.78
		01/01/2009		F		5671.98
6533	MEDICAL ELECTRONICS TECH WKG SUPVR	CURRENT		F		5467.03
		10/01/2006		F		5685.71
		07/01/2007		F		5842.07
		01/01/2008		F		6017.33
		07/01/2008		F		6182.81
		01/01/2009		F		6368.29

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
7525	MILLWRIGHT SUPERVISOR	CURRENT		F		5023.80
		10/01/2006		F		5224.75
		07/01/2007		F		5368.43
		01/01/2008		F		5529.48
		07/01/2008		F		5681.54
		01/01/2009		F		5851.99
7523	MILLWRIGHT WORKING SUPERVISOR	CURRENT		F		4805.38
		10/01/2006		F		4997.60
		07/01/2007		F		5135.03
		01/01/2008		F		5289.08
		07/01/2008		F		5434.53
		01/01/2009		F		5597.57
6982	PAINTER SUPERVISOR	CURRENT		F		4477.99
		10/01/2006		F		4657.11
		07/01/2007		F		4785.18
		01/01/2008		F		4928.74
		07/01/2008		F		5064.28
		01/01/2009		F		5216.21
6979	PAINTER WORKING SUPERVISOR	CURRENT		F		4283.28
		10/01/2006		F		4454.61
		07/01/2007		F		4577.11
		01/01/2008		F		4714.42
		07/01/2008		F		4844.07
		01/01/2009		F		4989.39
7275	PLUMBER SUPERVISOR	CURRENT		F		6141.98
		10/01/2006		F		6387.66
		07/01/2007		F		6563.32
		01/01/2008		F		6760.22
		07/01/2008		F		6946.13
		01/01/2009		F		7154.51
7272	PLUMBER WORKING SUPERVISOR	CURRENT		F		5874.95
		10/01/2006		F		6109.95
		07/01/2007		F		6277.97
		01/01/2008		F		6466.31
		07/01/2008		F		6644.13
		01/01/2009		F		6843.45
6456	POWER LINE WORKING SUPERVISOR	CURRENT		F		5812.90
		10/01/2006		F		6045.42
		07/01/2007		F		6211.67
		01/01/2008		F		6398.02
		07/01/2008		F		6573.97
		01/01/2009		F		6771.19
7747	REFRIGERATION MECHANIC WKG SUPVR	CURRENT		F		5874.95
		10/01/2006		F		6109.95
		07/01/2007		F		6277.97
		01/01/2008		F		6466.31
		07/01/2008		F		6644.13
		01/01/2009		F		6843.45

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
7857	REGIONAL WATER SERVICE SUPT	CURRENT		93J	5320.00	6608.45
		10/01/2006		95C	5533.45	6874.18
		07/01/2007		96C	5685.36	7063.09
		01/01/2008		97D	5856.64	7275.27
		07/01/2008		98D	6017.73	7475.64
		01/01/2009		99E	6198.45	7700.36
6294	ROOFER SUPERVISOR	CURRENT		F		4859.42
		10/01/2006		F		5053.80
		07/01/2007		F		5192.78
		01/01/2008		F		5348.56
		07/01/2008		F		5495.65
		01/01/2009		F		5660.52
6292	ROOFER WORKING SUPERVISOR	CURRENT		F		4648.14
		10/01/2006		F		4834.07
		07/01/2007		F		4967.01
		01/01/2008		F		5116.02
		07/01/2008		F		5256.71
		01/01/2009		F		5414.41
6483	SENIOR ELECTRICIAN SUPERVISOR	CURRENT		F		6341.34
		10/01/2006		F		6594.99
		07/01/2007		F		6776.35
		01/01/2008		F		6979.64
		07/01/2008		F		7171.58
		01/01/2009		F		7386.73
6499	SENIOR ELECTRO-MECHANIC SUPERVISOR	CURRENT		F		6341.34
		10/01/2006		F		6594.99
		07/01/2007		F		6776.35
		01/01/2008		F		6979.64
		07/01/2008		F		7171.58
		01/01/2009		F		7386.73
7668	SHEET METAL SUPERVISOR	CURRENT		F		5945.43
		10/01/2006		F		6183.25
		07/01/2007		F		6353.29
		01/01/2008		F		6543.89
		07/01/2008		F		6723.85
		01/01/2009		F		6925.57
7665	SHEET METAL WORKING SUPERVISOR	CURRENT		F		5686.94
		10/01/2006		F		5914.42
		07/01/2007		F		6077.07
		01/01/2008		F		6259.38
		07/01/2008		F		6431.51
		01/01/2009		F		6624.46
7763	STEAM FITTER & REFRIGERATION SUPVR	CURRENT		F		6141.98
		10/01/2006		F		6387.66
		07/01/2007		F		6563.32
		01/01/2008		F		6760.22
		07/01/2008		F		6946.13
		01/01/2009		F		7154.51

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
7760	STEAM FITTER & REFRIG WKG SUPVR	CURRENT		F		5874.95
		10/01/2006		F		6109.95
		07/01/2007		F		6277.97
		01/01/2008		F		6466.31
		07/01/2008		F		6644.13
		01/01/2009		F		6843.45
7757	STEAM FITTER SUPERVISOR	CURRENT		F		6141.98
		10/01/2006		F		6387.66
		07/01/2007		F		6563.32
		01/01/2008		F		6760.22
		07/01/2008		F		6946.13
		01/01/2009		F		7154.51
7753	STEAM FITTER WORKING SUPERVISOR	CURRENT		F		5874.95
		10/01/2006		F		6109.95
		07/01/2007		F		6277.97
		01/01/2008		F		6466.31
		07/01/2008		F		6644.13
		01/01/2009		F		6843.45
6529	SUPVG DIGITAL SYSTEMS TECHNICIAN	CURRENT		F		6016.35
		10/01/2006		F		6257.00
		07/01/2007		F		6429.07
		01/01/2008		F		6621.94
		07/01/2008		F		6804.04
		01/01/2009		F		7008.16
7227	WASTEWATER TREATMENT PLANT OPR SUPV	CURRENT		F		5951.06
		10/01/2006		F		6189.10
		07/01/2007		F		6359.30
		01/01/2008		F		6550.08
		07/01/2008		F		6730.21
		01/01/2009		F		6932.12
7856	WATER SERVICE SUPERVISOR	CURRENT		85H	4271.18	5307.00
		10/01/2006		87B	4443.09	5519.73
		07/01/2007		88B	4565.36	5671.18
		01/01/2008		89C	4702.45	5842.09
		07/01/2008		90C	4832.00	6002.82
		01/01/2009		91D	4977.09	6183.09
6121	WELDER-FITTER SUPERVISOR	CURRENT		F		6141.98
		10/01/2006		F		6387.66
		07/01/2007		F		6563.32
		01/01/2008		F		6760.22
		07/01/2008		F		6946.13
		01/01/2009		F		7154.51
6120	WELDER-FITTER WORKING SUPERVISOR	CURRENT		F		5874.95
		10/01/2006		F		6109.95
		07/01/2007		F		6277.97
		01/01/2008		F		6466.31
		07/01/2008		F		6644.13
		01/01/2009		F		6843.45

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6114	WELDER WORKING SUPERVISOR	CURRENT		F		5276.81
		10/01/2006		F		5487.88
		07/01/2007		F		5638.80
		01/01/2008		F		5807.96
		07/01/2008		F		5967.68
		01/01/2009		F		6146.71

AMENDMENT NO. 1
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING THE
AUTOMOTIVE AND EQUIPMENT MAINTENANCE
AND REPAIR EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 31st day of July, 2007,

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management") of
the County of Los Angeles (hereinafter referred
to as "County")

AND

American Federation of State, County and
Municipal Employees Council 36, Local 119
(hereinafter referred to as "AFSCME Local 119"
or "Union").

WHEREAS, on the 21ST day of November, 2006, the parties entered into a Memorandum of Understanding regarding the Automotive and Equipment Maintenance and Repair Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 6 – Salaries; to appropriately reflect negotiated salary increases, as appended hereto.
2. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES
COUNCIL 36, LOCAL 119

COUNTY OF LOS ANGELES
REPRESENTATIVE

By Mark W. Barney
Mark W. Barney
President

By Sharon R. Long
Chief Executive Officer

ARTICLE 6SALARIES

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6041	ASST AUTOMOTIVE EQUIPMENT INSPECTOR	CURRENT	N2	68E	2836.00	3329.73
		10/01/2006	N2	69K	2948.00	3461.45
		07/01/2007	N2	70K	3028.27	3555.73
		01/01/2008	N2	71L	3117.55	3660.27
		07/01/2008	N2	72L	3202.27	3760.82
		01/01/2009	N2	74A	3297.00	3872.00
6045	AUTOMOTIVE EQUIPMENT INSPECTOR	CURRENT		F		4064.74
		10/01/2006		F		4227.33
		07/01/2007		F		4343.58
		01/01/2008		F		4473.89
		07/01/2008		F		4596.92
		01/01/2009		F		4734.83
6044	AUTOMOTIVE SERVICES ASSISTANT	CURRENT		66D	2541.82	3148.18
		10/01/2006		67J	2642.91	3273.27
		07/01/2007		68J	2715.09	3362.45
		01/01/2008		69K	2794.73	3461.45
		07/01/2008		70K	2871.00	3555.73
		01/01/2009		71L	2955.00	3660.27
7461	BODY & FENDER MECHANIC	CURRENT		F		4166.99
		10/01/2006		F		4333.67
		07/01/2007		F		4452.85
		01/01/2008		F		4586.44
		07/01/2008		F		4712.57
		01/01/2009		F		4853.95
6607	EQUIPMENT MAINTENANCE HELPER	CURRENT		63B	2332.82	2892.00
		10/01/2006		64G	2427.00	3006.18
		07/01/2007		65G	2493.00	3087.73
		01/01/2008		66H	2566.91	3179.09
		07/01/2008		67H	2636.55	3265.36
		01/01/2009		68J	2715.09	3362.45
6610	EQUIPMENT MAINTENANCE WORKER	CURRENT	N2	70A	2962.00	3478.00
		10/01/2006	N2	71F	3080.27	3616.64
		07/01/2007	N2	72F	3163.64	3714.91
		01/01/2008	N2	73G	3257.45	3825.64
		07/01/2008	N2	74G	3346.09	3929.27
		01/01/2009	N2	75H	3444.91	4046.36
7472	FIRE EQUIPMENT MECHANIC	CURRENT		F		4591.24
		10/01/2006		F		4774.89
		07/01/2007		F		4906.20
		01/01/2008		F		5053.39
		07/01/2008		F		5192.36
		01/01/2009		F		5348.13
6012	GARAGE ATTENDANT I	CURRENT		61D	2218.64	2754.91
		10/01/2006		62J	2309.55	2864.00
		07/01/2007		63J	2373.55	2941.00
		01/01/2008		64K	2445.00	3028.27
		07/01/2008		65K	2511.00	3110.09
		01/01/2009		66L	2585.73	3202.27

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
6014	GARAGE ATTENDANT II	CURRENT		63D	2344.45	2906.00
		10/01/2006		64J	2439.00	3020.91
		07/01/2007		65J	2505.00	3102.64
		01/01/2008		66K	2579.45	3194.55
		07/01/2008		67K	2649.27	3281.18
		01/01/2009		68L	2728.36	3378.82
7434	HEAVY STATIONARY EQUIPMENT MECHANIC	CURRENT		F		4500.79
		10/01/2006		F		4680.82
		07/01/2007		F		4809.54
		01/01/2008		F		4953.83
		07/01/2008		F		5090.06
		01/01/2009		F		5242.76
7496	HELICOPTER MAINTENANCE INSPECTOR	CURRENT		F		5534.75
		10/01/2006		F		6389.32
		07/01/2007		F		6565.03
		01/01/2008		F		6761.98
		07/01/2008		F		6947.93
		01/01/2009		F		7156.37
7492	HELICOPTER MECHANIC	CURRENT		F		4996.37
		10/01/2006		F		5767.81
		07/01/2007		F		5926.42
		01/01/2008		F		6104.21
		07/01/2008		F		6272.08
		01/01/2009		F		6460.24
7433	POWER EQUIPMENT MECHANIC	CURRENT		F		4166.99
		10/01/2006		F		4333.67
		07/01/2007		F		4452.85
		01/01/2008		F		4586.44
		07/01/2008		F		4712.57
		01/01/2009		F		4853.95
7430	POWER EQUIPMENT MECHANIC APPRENTICE	CURRENT	N30B	F		4062.82
		10/01/2006	N30B	F		4225.33
		07/01/2007	N30B	F		4341.53
		01/01/2008	N30B	F		4471.78
		07/01/2008	N30B	F		4594.76
		01/01/2009	N30B	F		4732.60
7425	POWER EQUIPMENT MECHANIC HELPER I	CURRENT	N2	66D	2681.91	3148.18
		10/01/2006	N2	67J	2788.09	3273.27
		07/01/2007	N2	68J	2864.00	3362.45
		01/01/2008	N2	69K	2948.00	3461.45
		07/01/2008	N2	70K	3028.27	3555.73
		01/01/2009	N2	71L	3117.55	3660.27
7427	POWER EQUIPMENT MECHANIC HELPER II	CURRENT	N2	69D	2906.00	3411.82
		10/01/2006	N2	70J	3020.91	3547.09
		07/01/2007	N2	71J	3102.64	3642.82
		01/01/2008	N2	72K	3194.55	3751.64
		07/01/2008	N2	73K	3281.18	3853.45
		01/01/2009	N2	74L	3378.82	3967.45

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
7000	POWER EQUIPMENT PAINTER	CURRENT		F		4064.74
		10/01/2006		F		4227.33
		07/01/2007		F		4343.58
		01/01/2008		F		4473.89
		07/01/2008		F		4596.92
		01/01/2009		F		4734.83
6613	SENIOR EQUIPMENT MAINTENANCE WORKER	CURRENT	N2	74A	3297.00	3872.00
		10/01/2006	N2	75F	3428.36	4026.55
		07/01/2007	N2	76F	3521.18	4136.91
		01/01/2008	N2	77G	3625.36	4260.73
		07/01/2008	N2	78G	3724.09	4377.91
		01/01/2009	N2	79H	3834.91	4509.64
7473	SENIOR FIRE EQUIPMENT MECHANIC	CURRENT		F		4820.84
		10/01/2006		F		5013.67
		07/01/2007		F		5151.55
		01/01/2008		F		5306.10
		07/01/2008		F		5452.02
		01/01/2009		F		5615.58
7494	SENIOR HELICOPTER MECHANIC	CURRENT		F		5246.22
		10/01/2006		F		6056.24
		07/01/2007		F		6222.79
		01/01/2008		F		6409.47
		07/01/2008		F		6585.73
		01/01/2009		F		6783.30
6015	TIRE REPAIR WORKER	CURRENT	N2	65E	2617.45	3072.82
		10/01/2006	N2	66K	2721.73	3194.55
		07/01/2007	N2	67K	2794.73	3281.18
		01/01/2008	N2	68L	2878.00	3378.82
		07/01/2008	N2	69L	2955.00	3469.73
		01/01/2009	N2	71A	3043.00	3573.00

AMENDMENT NO. 1
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING THE
ARTISAN AND BLUE COLLAR EMPLOYEES
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 31st day of July, 2007,

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management") of the
County of Los Angeles (hereinafter referred to as
"County")

AND

Los Angeles County Employees Association,
Local 721, Service Employees International
Union

WHEREAS, on the 21st day of November, 2006, the parties entered into a Memorandum of Understanding regarding the Artisan and Blue Collar Employee Representation Unit , which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and


WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 50 – Salaries; to reflect negotiated salary increases for the classification, as appended hereto, necessitated from an agreed upon review of an inequity salary study.
2. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SERVICE EMPLOYEE
INTERNATIONAL UNION
LOCAL 721

By _____
President
SEIU Local 721

COUNTY OF LOS ANGELES
REPRESENTATIVE

By _____
for Chief Executive Officer

ARTICLE 50 SALARIES

Section 1. Recommended Salary Adjustment

The parties agree jointly to recommend to County's Board of Supervisors that said Board adopt and implement the following salaries applicable to employees in the Unit on the effective dates indicated.

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
5924	PUBLIC WORKS CREW LEADER	CURRENT		71C	2899.00	3590.45
		10/1/2006		72H	3013.55	3733.27
		7/1/2007	NN	73H	3095.18	3938.82
		1/1/2008	NN	74J	3186.82	4056.27
		7/1/2008	NM	75J	3273.27	4281.64
		1/1/2009	NM	76K	3370.64	4410.36

The parties agree that the recommended salaries set forth herein were negotiated in good faith, and that said salaries were jointly determined independently of race, gender, age or national origin.